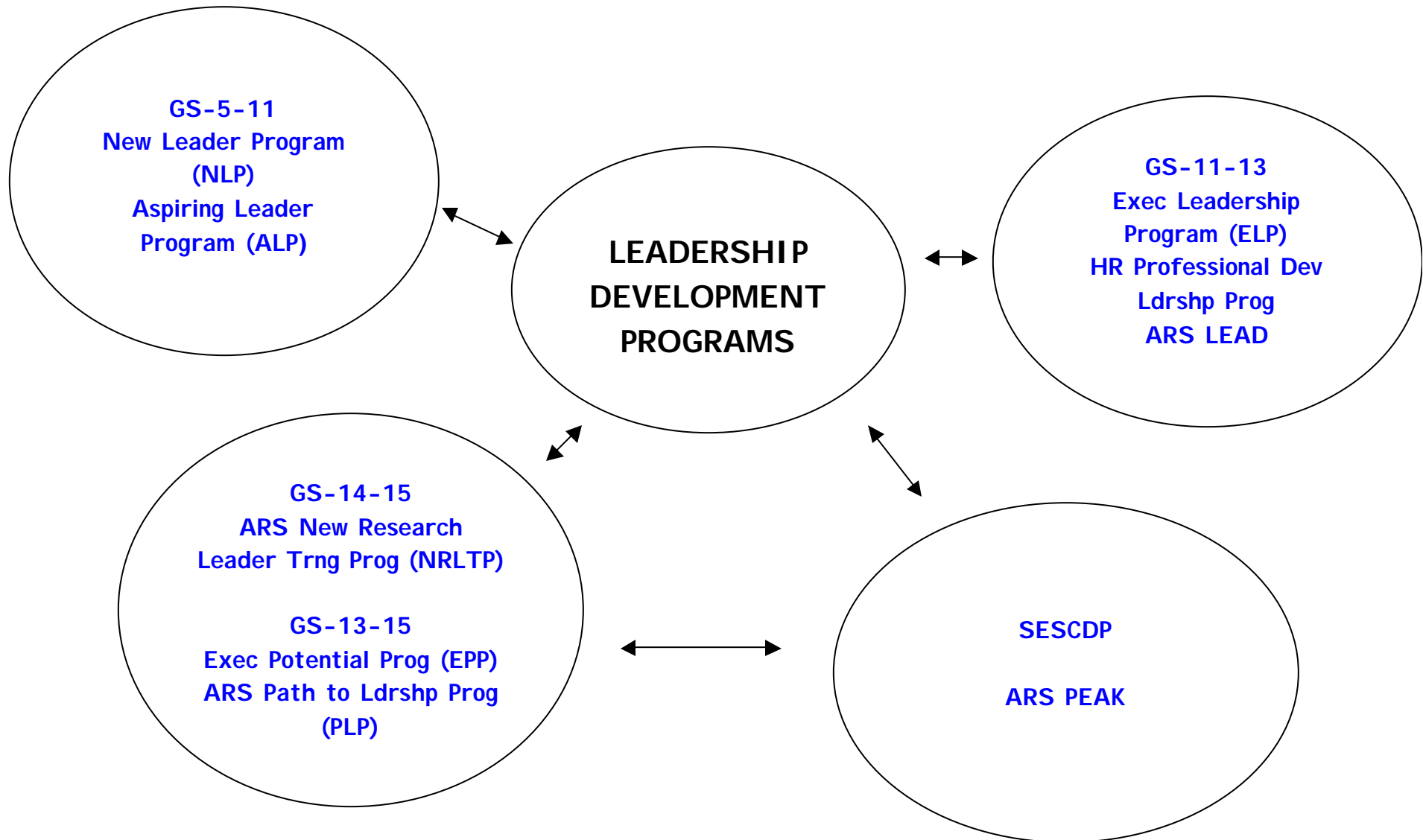


REE needs leaders who possess the knowledge, skills, and capabilities to effectively achieve the strategic goals and missions of their programs in an ever changing and increasingly demanding work environment. Although participation in any of these Leadership Development Programs does not guarantee a promotion, REE will need employees with highly developed skills gained from competency development to fill leadership roles in the future.



## LEADERSHIP DEVELOPMENT PROGRAMS

<b><u>Leadership Programs</u></b>	<b><u>Target Audience</u></b>	<b><u>Program Components</u></b>	<b><u>Program Goal</u></b>	<b><u>AFM Contact</u></b>
Aspiring Leader Program (ALP) USDA Graduate School	GS-5-7 administrative assistants	6 month training/development 3 residential training weeks 30 day developmental assignment	Provide basic leadership skill competency training.	Claudia Bush
New Leader Program (NLP) USDA Graduate School	GS-7-11 administrative assistants, technicians, support scientists	6 month training/development 3 residential training weeks 30 day developmental assignment	Provide leadership skill competency training and exploration.	Anita Kopman
ARS Administrative and Financial Management (AFM) Leadership Evaluation and Development Program (LEAD) USDA, ARS, AFM	GS-11 and above ARS admin employees	24 month training/development Developmental assignments Self-development Congressional briefing conference	Develop the AFM leaders of tomorrow.	Dave Carter
Executive Leadership Program for Mid-Level Employees (ELP) USDA Graduate School	GS-11-13 scientists, managers, team leaders, and project leaders	12 month training/development Focus on OPM core competencies 5 residential training weeks 360 degree feedback 30 and 60 day development assignments Interviews/Book reviews Benchmarking/Best practices	Provide employees with limited or no supervisory experience with new skills, abilities, and insights that focus on the OPM leadership competencies.	Toni Walls

Human Resources (HR) Professional Development Leadership Program USDA Graduate School	GS-12-13 HR professionals	New program 2003 6 months (three one week sessions) Work individually and in teams Informal classroom presentations and discussions Group assignments/Presentations Executive/Manager interviews	Provides HR professionals with a new perspective on evolving HR roles as well as tools and practices to advance as HR leaders.	Kim McGregor
ARS Path to Leadership Program (PLP) (formerly MLLTP) USDA, ARS	GS-13 and above ARS scientists, managers, and AFM team leaders/ section heads	9 month training/development orientation PLP lab Executive interview Developmental work assignment Leadership Effectiveness Inventory	Provide the opportunity to learn about leadership roles in ARS and develop tomorrow's leaders.	Donna Williams
Executive Potential Program (EPP) USDA Graduate School	GS-13-15 scientists, managers, and supervisors	12 month training/development Focus on OPM core competencies 4 residential training weeks 360 assessment feedback Two 60 day developmental assignments Benchmarking/Best practices Experiential learning teams	Prepare high level employees for greater responsibilities.	Donna Williams
ARS New Research Leader Training Program (NRLTP) USDA, ARS	New ARS RLs	24 month training/development Orientation 9 day leadership lab Personal interview Congressional briefing conference	Provide new RLs with resources and information needed to meet the challenges and responsibilities of leadership in ARS.	Mary Silva

Management Development Center Programs (MDC) Office of Personnel Management (OPM)	Managers, supervisors, specialists, scientists, engineers, and project leaders	Programs and seminars designed around OPM's Executive Core Qualifications	Provide the best practices and essential tools to help agency current and potential leaders get the results necessary to achieve the President's vision of Government reform.	Sherell Brooks
ARS Executive Professional Excellence and Knowledge (PEAK) USDA, ARS, AFM	GS-14 and above ARS program, admin and NAL	24 month training/development Developmental assignments Self-development Congressional briefing conference	Develop a competitive pool of culturally diverse, highly qualified men and women as potential future ARS leaders.	Dave Carter
Senior Executive Service Candidate Development Program (SESCDP) USDA, OHRM	GS-14-15 employees with one year of supervisory/managerial experience	15 month training/development Orientation Individual needs assessment Developmental assignments	Prepare future executives to assume key positions in targeted occupational areas.	Marianne Plumb

Note: All USDA programs include shadowing assignments, mentoring/coaching, formal training, and development of an individual leadership plan.

(Oct 28, 2003)